

BOCC APPROVAL NOVEMBER 3, 2021
 BOARD OF BIDS AND CONTRACTS OCTOBER 28, 2021

3. EMPLOYEE ANCILLARY BENEFITS - COBRA -- HUMAN RESOURCES
FUNDING -- HUMAN RESOURCES

(Request sent to 164 vendors)

RFP #21-0047 Contract

	ASI COBRA, LLC	Omnify dba Union Bank and Trust Company	Flexible Benefit Administrators, Inc.	HealthEquity, Inc.	Interflex Payments LLC dba Ameriflex
Setup Fees					
Initial One-Time Setup Fee	\$250.00	\$500.00	Waived	\$0.00	\$0.00
Takeover Current Participants Fee	\$8.00 per participant	N/A	Waived	\$10.00 per participant	N/A
EDI Setup Fee	N/A	N/A	Minimum \$50.00 per hour	\$150.00 per hour	N/A
Additional Plan Setup Fee	N/A	N/A	N/A	N/A	N/A
Blanket Initial Notice Mailing	\$3.00 per mailing	N/A	N/A	N/A	N/A
Ongoing Fees and Services					
Separate Annual Fee	\$0.00	\$250.00	\$0.00	\$0.00	\$0.00
PEPM Admin Fee	\$5.00	\$0.75	\$0.30	\$0.50	\$0.49
Minimum/Mo	\$50.00	N/A	N/A	N/A	\$80.00
Fee Based on # Enrolled In		\$5.00 Per Enrolled	N/A	N/A	N/A
Est. # Employees for Fee	2,492	2,492	2,492	2,492	2,492
Initial Notice to New Enrollees	\$3.00 per mailing	N/A	N/A	N/A	N/A
Election Notice to QBs	\$15.00 per notice	N/A	N/A	N/A	N/A
Monthly Billing to QBs	N/A	N/A	\$1.00 per notification	N/A	N/A
Additional Services	Optional Open Enrollment services; \$8.00 plus postage	\$15.00 Customized OE Services	Employee Navigator Pass Through Fee: \$0.04 per enrolled employee. \$5.00 per OE Packet	\$15.00 OE Services, \$2.60 HIPAA Special Enrollment Notice, Women's Health/Cancer Rights \$2.25, Retro Gen. Rights Notice \$3.00	OE \$15.00 per notice; \$60.00 minimum
2% Fee Kept or Given to Employer	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor
	Itedium, Inc.	MetLife (WEX Health, Inc.)	NueSynergy, Inc.	P & A Administrative Services, Inc. Option 1	P & A Administrative Services, Inc. Option 2
Setup Fees					
Initial One-Time Setup Fee	\$0.00	N/A	N/A	N/A	N/A
Takeover Current Participants Fee	\$15.00	N/A	N/A	N/A	N/A
EDI Setup Fee	\$150.00 per hour	\$150.00 per hour	N/A	N/A	N/A
Additional Plan Setup Fee	N/A	N/A	N/A	N/A	N/A
Blanket Initial Notice Mailing	N/A	N/A	N/A	N/A	N/A
Ongoing Fees and Services					
Separate Annual Fee	\$0.00	\$1,200.00	\$0.00	\$0.00	\$0.00
PEPM Admin Fee	\$0.40	\$0.44	\$0.40	N/A	\$0.48
Minimum/Mo	\$750.00	\$85.00	N/A	N/A	N/A
Fee Based on # Enrolled In	N/A	N/A	N/A	N/A	N/A
Est. # Employees for Fee	2,492	2,492	2,492	2,492	2,492
Initial Notice to New Enrollees	N/A	N/A	N/A	\$9.00 per notification	N/A
Election Notice to QBs	\$0.12	N/A	N/A	\$18.00 per notification	N/A
Monthly Billing to QBs	N/A	N/A	N/A	N/A	N/A
Additional Services	\$2.50 Retro initial notice, \$5.00 ARPA term notice, \$2.50 retro ARPA notice	N/A	N/A	N/A	N/A
2% Fee Kept or Given to Employer	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor

	Total Administrative Services Corporation	United HealthCare Services, Inc. dba UnitedHealthCare	WEX Health, Inc. Option 2	Surency Life & Health Insurance Company dba Surency	
Setup Fees					
Initial One-Time Setup Fee	N/A	N/A	N/A	N/A	
Takeover Current Participants Fee	N/A	N/A	\$15.00	N/A	
EDI Setup Fee	N/A	N/A	N/A	N/A	
Additional Plan Setup Fee	N/A	N/A	N/A	N/A	
Blanket Initial Notice Mailing	N/A	N/A	N/A	N/A	
Ongoing Fees and Services					
Separate Annual Fee	\$0.00	\$0.00	N/A	\$4.75 per enrolled participants	
PEPM Admin Fee	\$0.40	\$0.50	N/A	\$0.45	
Minimum/Mo	N/A	N/A	\$150.00	N/A	
Fee Based on # Enrolled In	N/A	N/A	N/A	N/A	
Est. # Employees for Fee	N/A	N/A	N/A	2,492	
Initial Notice to New Enrollees	N/A	N/A	\$2.00	N/A	
Election Notice to QBs	N/A	N/A	\$15.00	N/A	
Monthly Billing to QBs	N/A	N/A	N/A	N/A	
Additional Services	\$3.50 retiree billing admin fee	OE Service \$8.00 plus postage per person. \$100.00 min., Medicare D Notices \$0.95 per notification, Retro HIPAA \$3.00, Direct Bill/Retirees \$4.50 per continuant, per month	N/A	N/A	
2% Fee Kept or Given to Employer	Kept by vendor	Kept by vendor	Kept by vendor	Kept by vendor	
No Bids	Avesis, Inc.	AxisPlus Benefits	Blue Cross & Blue Shield of Kansas	Charlesworth Consulting, LLC	Ehlers, Inc.
	EMPAC	Gallagher Benefits	Intact Insurance	Krueger Insurance Management, Inc.	Hub International Insurance Service
	Humana	M & M Insurance Associates	MGT of America	Providers Care Network	Richey Health Benefits
	Securian Financial Services, Inc	The Hartford	Tim Nuckolls Agencies	VSP Vision Care	WIBA Insurance

On the recommendation of Joe Thomas, on behalf of the Division of Human Resources, Jennifer Blasi moved to **accept the proposal from Flexible Benefit Administrators, Inc. at the rates listed above starting August 2022 for a period ending December 31, 2024 with two (2) one (1) year options to renew.** Brandi Baily seconded the motion. The motion passed unanimously with Anna Meyerhoff Cole abstaining.

An evaluation committee comprised of Lorien Showalter Arie - Budget; Wendy Hummell - Sheriff's Office; Karen Bailey - County Clerk's Office; Sarah Meek, Connie McAfee, Anna Meyerhoff Cole, and Sheena Schmutz - Division of Human Resources; and Joe Thomas - Purchasing evaluated the proposal responses based on the criteria set forth in the RFP. Based on scoring, Flexible Benefit Administrators, Inc. was chosen for award.

Upon separation of employment, retirement or other circumstances resulting in the loss of benefit coverage, employees and/or their dependents may be extended the right for continuation of benefit coverage under the Federal Laws known as COBRA and under Kansas State Laws known as KPERs/KP&F Retired Employee Benefits. The current vendor is Navia (formerly Taben), which failed to provide a response. This contract will begin in August 2022 due to an extension of the current contract due to the buy out of Taben by Navia.

Notes:

This is a proposal and not a bid. Proposals are scored based on criteria set forth in our RFP. There are six (6) components to this RFP:

Component	Points
A. Meeting all proposal requirements and instructions	20
B. Network access	20
C. Customer Service and member experience	20
D. Administrative Services (Claims Processing, Reporting, Billing, etc.)	15
E. Experience and Qualifications working with government entities	15
F. Overall cost of solution	10
Total Points	100

Questions and Answers:

Russell Leeds: Just for clarity, we are going to contract with Flexible Benefits Administrators, a person who separates from the county and is eligible for continuing coverage would receive the same coverage they did as an employee but they would administer the paperwork and collection of payment?

Anna Meyerhoff Cole: Yes. They handle the collection of payments.